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Monitor Newsletter February 12, 1990

Bowling Green State University

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Bowling Green State University

February 12, 1990

Senate hears address; Agrees on issue forum

Before debating at length the proper way to examine issues arising from a Bill of Particulars resolution presented at their January meeting, members of Faculty Senate heard a response from President Olscamp addressing many of the same issues.

Olscamp spoke to the senators at their Feb. 6 meeting for the first time since a resolution was tabled last month calling for a no confidence vote in his leadership abilities. He said he felt the charges listed in the Bill of Particulars have no foundation in fact and are "mendacious and malevolent."

"I come to you today with the hand of conciliation freely extended," Olscamp said. "But I believe it is time to reaffirm our commitment to the roles assigned to us in the governance system and to live within those rules and I cannot and will not do anything to lend credence to any of the accusations and charges that I have intimidated or coerced people, repressed open discussion or free speech or mismanaged in any way the finances of the University."

He rejected the implication that he has intimidated open discourse on campus by saying he has "almost nothing with which to intimidate anyone."

"I allocate no faculty positions, distribute no departmental budgets. I am never involved in the tenure and promotion process below the board level until someone appeals a Faculty Personnel and Conciliation Committee decision to me; I do not control travel budgets and I do not even assign departmental space. I am watched like a hawk by everyone including this body, the trustees, the press and the regents to see that I do not act arbitrarily and capriciously and even my personal life is closely observed."

"Reality is that the average faculty member is much more free to speak his or her mind than I am," he said.

Warren Hall, president of the Board of Trustees, also addressed the senate, saying the charges are in error and the financial status of the University is secure. If the University had to dissolve immediately, there is money in the budgets "to pay every dollar this University owes," he said.

Hall's remarks were followed by a report by Dr. Peter Hutchinson, associate vice president for academic affairs, on faculty staffing at the University. In focusing on part-time faculty on campus, he said during the past five years and since the implementation of the Early Retirement Incentive Program, the percentage of part-time faculty has remained stable at 21 percent. While there were marked increases in part-time faculty in 1982-83 and 1985-86, he attributed them to the University converting to the semester system, increased participation in the Faculty Improvement Leave Program and implementation of the ERIP.

In other business, the senators received two different resolutions proposing ways to structure a forum to address the issues in the Bill of Particulars.

Senator Blaine Ritts introduced a resolution calling for the Senate Executive Committee to appoint an ad hoc senate hearing board. The board would then organize public hearings where the issues would be discussed with supporting materials. The board would then

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The northwest Ohio legislative delegation met with University administrators and trustees on campus Feb. 5 in the Mileti Alumni Center to discuss a variety of issues, including additional funding for a new classroom building. The facility is expected to cost \$11.9 million and the University has been recommended to receive \$9.7 million in funding for it from the state.

Board shows its support for President Olscamp

The Board of Trustees showed its support for President Olscamp at its Feb. 2 meeting by approving a resolution indicating its concern about the "current negative atmosphere" on campus.

Warren Hall, president of the board, read the following statement to open the meeting: "The members of the Board of Trustees of Bowling Green State University view with deep concern the current negative atmosphere created by the initiation of the resolution of no confidence in President Paul J. Olscamp. So that the community will have no doubt as to the position of the board,

"It is hereby resolved, that the Board of Trustees is charged by law with responsibility for establishing the policies under which the University is governed, and for the hiring and firing of the president to administer those policies and that the Board of Trustees strongly supports President Dr. Paul J. Olscamp;

"The Board of Trustees has, in the past, and will continue in the future to encourage free and open dialogue from all constituencies of the University and assures all parties that we will carefully examine all matters brought forward in the appropriate manner."

"The Board of Trustees recognizes the faculty as an important constituency of the University, but also recognizes its responsibility to other important constituencies including but not limited to the students, the classified staff, the administrative staff, the alumni and the larger community along with the taxpayers of Ohio."

"The Board of Trustees reiterates and stresses that its sole responsibility, mission and objective is to make Bowling Green State University an even greater institution in the 90s and beyond."

The board approved the resolution on a vote of 8-0, with Dr. Virginia Platt

abstaining. She said she abstained because she thought more could be done to create an atmosphere of open discussion and open relations at the University.

The resolution is in response to a Bill of Particulars resolution introduced in Faculty Senate last month. The resolution called for a no confidence vote in the president but the senators chose to table it rather than vote on the resolution that day.

Later in the trustee meeting in his report to the board, Dr. Harold Lunde, who is serving as interim chair of Faculty Senate until new officers are elected in March, said the faculty are "committed to move forward with a free and open discussion of the issues at hand in a spirit of cooperation, collegiality and goodwill."

Continued on Page 3

Trustees approve appointment of Mason as new vp

Dr. Philip Mason was named vice president for University relations at the Board of Trustees Feb. 2 meeting.

Mason, who has been executive assistant to President Olscamp since 1982, succeeds Dr. Dwight Burlingame, who has been named associate director for academic programs and research in the Center on Philanthropy at Indiana University.

In his new position, which becomes effective April 1, Mason will be responsible for the development, alumni and public relations offices as well as WBGU-TV.

He also will continue to represent Bowling Green's interest with state legislators in Columbus, something he has been doing since joining the University staff.

Mason also will retain, at least temporarily, his responsibilities as secretary to

the Board of Trustees.

Mason's 14-year career in higher education includes six years, the last four as director, on the development staff of Western Washington University. At WWU he directed the annual corporate and planned giving programs, which reached record levels, as well as gaining what at that time were the largest single planned gifts in the university's history. He also wrote funding proposals to various foundations and worked closely with the university's alumni.

At Bowling Green, Mason has held a variety of assignments that have enabled him to work with nearly all segments of the University. He is playing a leading role in the University's effort to develop a research/enterprise park, which, when completed, will have approximately 15 companies and organizations. He secured the \$250,000 grant from the state that started the project. Also, he is the liaison with the University's legal representatives as well as several state boards and departments. He also assisted in creating an internal endowment fund and in the refinancing of the residence hall debt that eventually will

result in an additional \$35 million endowment.

Mason earned his undergraduate degree from West Virginia University in 1976 and his master's degree from Western Washington University in 1982. He received his doctoral degree from Bowling Green in 1988.

His dissertation on university presidential leadership qualities was one of two in the country that won the prestigious Edgar L. Mophet Award in 1989. The honor recognizes outstanding scholarship in the field of educational administration.

Active in the community, Mason currently is a member of the Bowling Green Chamber of Commerce board of trustees, is co-chair of the chamber/BGSU relations committee and is a former chair of the University Friends of the Libraries and Center for Archival Collections.

He also is a founding member of the Bowling Green Community Development Foundation, is president of the board of directors of the Bowling Green American Red Cross and is a member of the Wood Lane Industries board.



Philip Mason

Commentary

Editor, the *Monitor*:
(An open letter to Dr. Ann-Marie Lancaster and Dr. Blaine Ritts)

The temporary full-time and part-time instructors in the Department of English want to formally thank you for your valiant efforts and your courage to act morally in informing the University community about our staffing problems. You are two of the few people who display the ability to see beyond the numbers and the willingness to meet face-to-face with the real people trapped in substandard working conditions at BGSU.

The Department of English has been working very hard for some time to find solutions to our staffing problems, but you were the first outside our department not only to listen to our grievances, but to join us in researching the issues and polling University departments. As your research has shown, temporary full-time and part-time faculty here at BGSU is not a transient group comprised of a few individuals filling in a few extra sections. We are comprised of highly-dedicated teaching professionals whose grievances include lack of professional status, job security and benefits; salary inequities; excessive teaching loads; unreasonably large class sizes; and barriers to professional teaching advancement.

We are grateful that you were able to recognize that our working conditions must be addressed if we are to stop the growth of a dehumanizing class system within our teaching faculty — if we are concerned about the education of our undergraduates — and if we want BGSU to be as attractive to undergraduate teaching professionals as is our competition.

We sincerely regret your resignations. Once again we would like to thank you both for your selfless fight on our behalf. We will continue to pursue any channel that is available to us, and we hope that Faculty Senate will follow your lead and address our complex, but resolvable issue.

Bonnie Fink	George O. Lonney II
Shellie McKnight	Donna Nelson
Steve Hesske	Jack Troutner
Andrea Van Vorhis	Deepika Karle
Donn Pastourmatzi	Ken Letko
Chrisa L. Hotchkiss	Elsa Gutmann
Suzanne Emery	Craig Hergert
Gerry Smith	Cathy Peppers
Amy E. Barber	Frederick Kellermeier
Mickey Stephens	E. Dana Roof
Bill Toth	L. Lindeman-McMillan
Linda Schuller	John Bradley
Dieter Frank	Lee Nott
James P. Berta	Pat Salomon
Susann Sawyer	Gerald W. Bergevin
Richard E. Hoffman	Theresa Williams
Rona Klein	Marjory Kinney
Lynn Post	Phyllis Eck
Ekwueme Ogbonna	D. Ogloza

Editor, the *Monitor*:

The *Monitor* of Feb. 5, 1990, included two letters: one from eight former Faculty Senate chairs and one from five former Faculty Senate chairs. Reviewing the two letters has prompted the following response:

How patronizing! That is to say, polish the apple so that all sides will like you.

Five former BGSU Faculty Senate chairs (not six this time for Dr. Donald L. Boren's name did not appear with Drs. Allen N. Kepke, Richard J. Ward, Betty van der Smissen, Arthur G. Neal and Richard J. Hebein) want *Monitor* readers to believe that their aim has been the same as that of eight other former Faculty Senate chairs — namely, advocacy of "free and open discussion of campus views without fear of reprisals" If that were, indeed, the aim of the artful five — now dodging and ignoring the main intent of their Jan. 25, 1990, letter — why didn't they say so?

The clear intent of the January letter was not, as they would now like readers to believe, to urge their "colleagues among the faculty to tolerate dissenting opinions and to discuss them rationally and unemotionally" (quoting this phrasing of their eight colleagues as if they merely want to echo the words mechanically). I wonder why, in their quoting of the eight, the five omitted the specific reference to the Faculty Senate as the forum provided for discussion by generalizing to "every appropriate forum." This general phrasing suggests to me a patronizing attempt to say "nobly" to the eight: "Why, of course, we want and like 'open and vigorous discussion of issues'?"

Please, Me-too five, do not ignore the publicly stated intent of your Jan. 25, 1990, letter: (1) to assert (without providing data) that the now resigned Faculty Senate officers had lost "the trust and respect of the administration, the confidence of the board of trustees and the support of the faculty," (2) to think that the only recourse for these officers was to resign, and (3) finally to ask "that the members of the senate join (the five) in condemning the actions of their officers and demanding their resignations." Where was their now publicly stated agreement with the eight (which has appeared as a mere afterthought): namely, "free and open discussion of campus views without fear of reprisals"? They did not openly articulate this view in their Jan. 25 letter but instead indicated that the actions of the senate officers were to be condemned and that their resignations were to be demanded. Now, that demand contradicts the concept of free and open discussion without reprisals. Demanding the resignations is urging reprisals without listening to the officers' dissenting opinions rationally.

Our point about the fuzzy thinking of the five sly ones is this: They can't have it both ways. Why did they demand the officers' resignations out of one side of their mouth and enthusiastically endorse free discussions without reprisals out of the other side of the same mouth? Such double-talk builds no trust.

Dr. Wallace L. Pretzer, English
Dr. Diane G. Pretzer, romance languages

Classroom writing seminar set March 2 and 3

The eighth and probably the last semi-annual "Writing in the Classroom" seminar for faculty and graduate students will be held March 2 and 3 at the Perrysburg Holiday Inn.

The sessions, directed by Dr. Thomas Klein, English, will run from 11:15 a.m.-5 p.m. on Friday. Saturday's workshop begins with breakfast and continues to 4

p.m. The sessions are free and meals are provided.

The workshops invite faculty to think about student writing problems, the composing process, the role of audience and thinking in writing, assignment making and evaluation, Klein said.

Persons interested in attending the seminar should contact Mary Jo Smith at 372-2576.

ASC issues statement of its position on campus controversy

Administrative Staff Council approved a statement at its Feb. 1 meeting indicating its stance on the controversy on campus surrounding a tabled Faculty Senate resolution concerning President Ols-camp's leadership abilities.

The statement reads: "We, as members of Administrative Staff Council, support a positive effort on behalf of the entire University community to resolve the controversy engendered by the recent resolution introduced at Faculty Senate.

"We regret the ill effects of this controversy on the image of this outstanding University.

"We encourage full and open debate on the issues raised by the resolution in the best traditions of higher education."

The statement is in response to the Bill of Particulars resolution introduced at the Jan. 16 Faculty Senate meeting that called for a no confidence vote in Ols-camp. The resolution was tabled and the chair and vice chair of Faculty Senate resigned a week later.

Many of the council members indicated both they and their constituents were concerned about the University's image in the wake of the controversy and its effect on prospective students and donors. A few members said they did not think it was necessary for the council to make a statement.

The statement was approved 32-1.

In other business, Jill Carr, chair of ASC, reported that the candidate offered the position of executive personnel director had declined the position and the search committee had decided not to offer the post to the other top two candidates. The committee will be meeting to decide how to further conduct the search.

She also reported that Carl Cogar of Sul Ross University in Texas has been hired as the new physical plant director. He starts his duties in Bowling Green Monday (Feb. 12).

Carr said she has written a letter to the vice president for operations about the council's concern that funding is not available for a classified staff personnel director. Last fall some changes were made in administrative positions under the operations area. It was indicated by

Robert Martin, vice president for operations, that there would be an executive personnel director and under that post there would be a personnel director for administrative staff and one for classified staff.

However, Martin said funding currently is unavailable for the classified staff position and would be resubmitted to the budget committees at a later date. Classified Staff Council has written a letter to Martin indicating its concern about the vacant post and Carr said the ASC letter is in support of CSC's concern.

Norma Stickler, chair of the Personnel Welfare Committee, explained to the council an Internal Revenue Service provision that allows a portion of an employee's salary to be set aside as pre-taxed income if used for specific purposes, including health and child care.

Stickler said the committee wants to propose that next year administrative staff be allowed to set aside money in a pre-taxed account for their health care premiums, child care and life insurance. The program would be strictly voluntary and would not be considered a University benefit.

Stickler said the program has a number of tax advantages, however, participants would have to designate at the beginning of the year the amount of money to be set aside and for what purpose. It would be better for an employee to slightly underestimate the amount of money to put into the account because any excess left in the account at the end of the year would be lost.

The committee's proposal will be voted on at the March 1 meeting and if approved will be forwarded to the IRS for its approval.

Gregg DeCrane, chair of the Salary Committee, reported that a salary proposal will be presented for vote at the March 1 meeting.

The council approved a change in a bylaw allowing ASC's Executive Committee to appoint a replacement for a vacant council position if no other candidates are available. The replacement term would last until the end of the current fiscal year.

Bowen discovers scrutinizing insurance bills has its pay offs

It pays to scrutinize your insurance bills.

Just ask Don Bowen — it paid off for him with a check for \$390 from the University's Benefits/Insurance Office.

The office has a policy that if an employee finds a monetary mistake in his or her favor on an insurance coverage bill, the staff member will share half the amount of the overpayment.

Bowen, a storekeeper in inventory management, found an overcharge of \$780 on a bill he received from Wood County Hospital. During the past several months he had been experiencing severe pain in his leg and was eventually scheduled to undergo two Magnetic Resonance Imaging (MRI) tests. The tests, which cost \$780 each, perform complete diagnostic testing of the entire body.

However, Bowen said after the first test, his doctor discovered the source of the problem. Portions of a bone near his hip had died and Bowen has since undergone a total hip replacement. His leg pain disappeared but his pocketbook said "ouch" when he received one of the hospital bills.

When he received the bill for the MRI testing, it was about double the amount he was expecting to pay. Sure enough, after examining the bill Bowen said he had been charged for both tests even though he had only had one. He notified both the hospital and the Benefits/Insurance Office of the error. "It took a number of visits to the hospital's book-keeping office, but we finally got it worked out," Bowen said.

James Morris, director of the Benefits/Insurance Office, said the University has realized more than \$3,000 — with half going to the employees — from staff finding mistakes in insurance bills.

"Our office has no way of knowing whether Don had one test or two. Since

the insurance covers that kind of testing, we would have paid it," Morris said. "That's why we're glad when an employee catches these kind of errors. It is a savings for us, too."

Morris said as more employees become aware that they can share in the savings of an overpayment, they are looking more closely at their bills. "I think people are scrutinizing the paperwork they receive a lot more than before," he said. "And that's good for both them and our office."

Grant provides for computerized map-making classes

The University's computerized map-making class will soon chart a new course thanks to a \$3,750 educational grant from the Mapping Information Systems Corp.

The grant, awarded to geography professor Dr. Mohan Shrestha, will be used to provide the geography department with updated computer software. Students will use the software to learn how to make maps.

Unlike the old software, the new program can run data base searches and overlay maps of several geographical variables, such as population, income, climate and rainfall, to make a more complex map. Though the software does not have complete capabilities in the new area of geographic information systems, a computer system that combines data searches of location and social, economic and physical variables to make maps, Shrestha said it does come very close and is very advanced.

Shrestha said the geography department may use the new software for projects in the Bowling Green area.

TuSmith challenges students in her multiethnic lit courses

When a person walks into Dr. Bonnie TuSmith's office, it is easy to see that her interest is in literature. Rows of books on a variety of subjects by authors such as Toni Morrison, Carlos Bulosan and Leslie Silko fill the shelves along her office walls.

Therefore, it also is easy to realize why she is a new professor of English specializing in contemporary multiethnic literature at the University.

TuSmith believes that when one teaches multiethnic literature, one needs to work with the material in its appropriate context. "I like to remind people that you can't look at literature in a vacuum, you have to put it in a historical and cultural context," she explained. "This is especially important for literature by and about people of color in America since, until very recently, the histories of Asian Americans, Chicanos, etc. have not been taught in our school systems."

She also said that creative literature, especially ethnic writing, cannot be taken literally since literature operates on the level of figurative language and is not factual writing. "Taking a creative construct literally promotes negative stereotypes," she said.

TuSmith came to this conclusion through her higher education. She said that her American studies training became very helpful because it required thorough knowledge of history as well as literature. She completed her master's degree in comparative literature at the University of Wisconsin-Madison, emphasizing European and Asian literature. After working in corporate management and college instruction for several years, she returned to school at Washington State University for her doctorate in American studies.

"I thought I had to be multicultural by studying other countries, but then I realized in our country we have not explored all the various cultures."

This spring semester, she is instructing a graduate seminar called "Asian American Cultural Studies." The seminar is offered jointly under the departments of American studies and

English and it explores literature, history and culture of five major Asian American groups including Chinese American, Japanese American, Korean American, Filipino American and Hawaiian. TuSmith said that a course like this has not been offered in a long time. She is also teaching African American literature at the undergraduate level.

Last semester TuSmith taught "Literature of the Minorities" and "Women in Literature." She commented on her first semester here by saying "I think I managed to challenge the students in their understanding of the Unknown, namely, women and ethnics in American culture."

TuSmith feels she has been successful so far in her teachings. She said the literature can deal with heavy issues and she is willing to deal with readers' reactions to these issues.

In addition, she likes to teach each work thoroughly. "I go for quality instead of quantity. You can push through 10 to 15 books a semester and feel they haven't gotten anything out of it," she said.

TuSmith became interested in multiethnic literature because, as she explained, "Basically that is who I am. I had a very multicultural background." She was born in Taiwan and then moved to New York City when she was nine years old. Since then she has lived in New York, Wisconsin, San Francisco, Washington and Anchorage, Alaska.

TuSmith studied various women and ethnic writers on her own before returning to graduate school. She said reading literature is a way to learn about life.

She added that she learned a great deal from ethnic women writers. "Women writers have a vision of a better world and they are working very hard to try to suggest to us alternative ways of being."

After learning English as her second language, TuSmith continued to study other languages. "To me, learning another language means you can get outside of yourself." She explained that the acquisition of languages is a way to learn about or "enter" other cultures.

TuSmith has a foreign language background in Chinese, Spanish, and French and is learning Japanese. She



Surrounded by books in her office, Bonnie TuSmith says reading literature is another way to learn about life.

continues to take language courses because in order to teach Asian American literature it is important to know at least Chinese and Japanese.

"People think I am crazy because new faculty members usually do not take courses," she added laughing.

TuSmith continues to do research on multiethnic literature and is working on a project called "Viable Alternatives" about teaching multiethnic literature in monocultural classes. She is looking forward to presenting her preliminary findings at the National Women's Studies Association conference to be held in Akron this year. Also, she is writing a research article entitled "The Albino Motif in Contemporary Multiethnic American Literature."

If TuSmith finds the time in her busy

schedule, she would like to teach a self defense class based on Kokondo Karate, a Japanese style of martial arts which combines karate and jukido. She explained that karate is not only a practical skill for self defense, but it helps us get in touch with our spiritual selves as well. She has a black belt in karate.

TuSmith decided to come to the University because during her hiring process she felt there was cooperation and support among the interviewers, especially among the women faculty.

She also liked the University because "I had the sense that it wasn't going to be easy, but I could make a difference here." — Beth Watson

Senate from the front

prepare a report of its findings and submit it to the senate by April 1.

Senator Richard Hebein proposed that the Senate Executive Committee determine the issues to be discussed and that the senate act as a "committee of the whole" to make recommendations on the issues. He also proposed that the University's administration develop plans to resolve the problems and report them to the senate in "a timely fashion."

Hebein said he proposed the substitute resolution because he was concerned with the "vagueness" of the first one and he felt the senate should be involved directly, rather than an external committee.

Senators were closely divided on the two resolutions. Many of those who preferred the Ritts resolution said the Faculty Senate has a long list of other

agenda items that need to be handled in the next three months and it would be more time efficient if an ad hoc committee could handle the details of this one issue.

Proponents of the Hebein resolution felt the issue deserved senate priority because it involved the welfare of the University. "We either take time to deal with it now or we will have to deal with it in a report later," said Senator Stuart Givens.

Senator Betty van der Smitten proposed an amendment to the Hebein resolution that said prior to senate consideration of the issues, a process for concerns be implemented to conserve senate time and to allow moving forward in an organized manner.

The senate approved the Hebein resolution with the amendment in a vote of 34-26 with two abstentions.

In other business:

—Approval was given to a bylaw change to B.III.E.1 of the Academic Charter that says if the position of chair becomes vacant and no vice chair is in place to assume the chair, a new chair shall be elected by majority vote of the senate, to complete the unexpired term of the former chair.

—Nominations for chair and vice chair were closed after no new nominations were received at the meeting. Candidates for the March 6 election will be Dr. Thomas Attig and Dr. David Newman for the chair position, and Dr. Ernest Ezell and Dr. Harold Lunde for the vice chair seat. The candidate elected chair will serve until the May commencement and the vice chair will then become chair for the next academic year.

Lunde currently is serving as interim chair.

—Lunde reported that the BG News is in the process of surveying faculty opinions, attitudes and preferences on some of the current issues facing the University community. The Senate Executive Committee commends the BG News' efforts, he said, however it feels the survey has a number of shortcomings, such as surveys not being numbered, use of an unscientific sample and a disproportionate representation of faculty.

He distributed a formal statement from the SEC suggesting that the results of the survey and responses from designated faculty be treated with caution and not be used as a definitive profile of current faculty attitudes and beliefs at the University.

—The senate approved a copyright policy that will become a companion to the patent policy in the Academic Charter.

Trustees from the front

"The governance system begins with a deep respect for, and a strict adherence to, the rules, policies and procedures contained in the Academic Charter. It is our constitution, an extremely important document," he said.

"The system is based on the concepts of democracy and freedom, and a desire to discuss freely, without fear of reprisal, the opportunities, problems and issues facing the faculty and University. It includes a willingness to work with the Board of Trustees, central administration, administrative staff, students, classified staff and any other constituent group or stakeholder in the affairs of the University."

Ricardo Frazer, president of the Graduate Student Senate, said he agreed with many of Lunde's comments and said he hoped Olscamp would continue working with the faculty in a nonadversarial

atmosphere with a commitment to free and open debate.

In other business, the trustees approved an increase in room and board rates by \$85 per semester, up 7.2 percent, that will be effective with the summer term.

According to a report from Dr. J. Christopher Dalton, vice president for planning and budgeting, the increase is necessary to meet continuing personnel and operating costs, and to provide increased funding for general expenses.

Dalton said the University's minimum standard room and meal plan charges are again expected to be below the current minimum room and meal plan charges at all other IUC and Mid-American Conference universities.

Olscamp commended Dr. Dwight Burlingame, vice president for University relations, at the meeting for his tireless efforts in fundraising for the University and

for giving extraordinary service to BGSU. Burlingame will be leaving the University March 31 to become associate director for academic programs and research at Indiana University. Olscamp said that Burlingame will continue his ties with the University, serving as a consultant in an upcoming fundraising campaign for the library.

In other matters:

—The board authorized the University to negotiate a lease with Associated Motor Inns to establish a hotel and conference facility in the research/enterprise park. According to the plans, the facility will contain 120 guest rooms, including eight two-room suites for visiting faculty housing and a 9,750 square-foot conference center.

AMI will operate with a Holiday Inn franchise and the Holiday Inn corporate training director has agreed to the

development of programs for training and consulting opportunities for students, faculty and staff.

—Approval was given to the Administrative Staff Handbook and the Classified Staff Handbook.

—The board approved proposed amendments to the Academic Charter relative to Trustee Professorships and to cost assessment in the evaluation and approval of academic programs, units and policy initiatives.

—Revisions to the Public Advisory Council for Television (PACT) Charter of Association and Code of Regulations were given approval. One substantive amendment was the increase in the number of members from 15 to 24. Pat Fitzgerald, director of television services at WBGU-TV, said the increase in members was needed to better represent the station's growing viewing area.

Training program helps drivers obtain license

A training program to assist employees in preparing for the commerical drivers license test will be held Feb. 22 and March 2 in the Ohio Suite of the University Union. Employees can take one of three sessions on either day. The sessions are offered at 8:30 a.m., 11:30 a.m. and 2:30 p.m.

The commercial driver's license (CDL) is a requirement for drivers of school buses; vehicles for transporting sixteen or more passengers; those carrying hazardous waste; a trailer with a gross weighing weight of more than 10,000 pounds if the combination weight is more than 26,000 pounds; and a "hot shot" or power unit equipped wih a fifth wheel. All drivers currently holding a chauffer's license must take a written exam to qualify for the CDL. By passing the exam and maintaining a

Tax credit allowed for BG residents

University employees are reminded of a change in the City of Bowling Green's income tax. Effective Jan. 1, 1989, Bowling Green residents who properly pay another city's tax will be allowed a credit limited to 50 percent of the lesser rate between Bowling Green and the city of employment. Bowling Green's rate is still one and one-half percent.

Classified Employment Opportunities

New Positions (Open to BGSU staff only)
Posting Expiration Date: noon, Friday, Feb. 16.
(* indicates that an internal candidate is bidding and being considered for the position.)

2-16-1	* Account Clerk 2 Pay Range 26 Business Office
2-16-2	* Clerical Specialist Pay Range 25 Registration and records
2-16-3	* Custodial Work Supervisor Pay Range 4 Student Recreation Center Permanent, part-time
2-16-4	Telephone Operator 1 Pay Range 3 Firelands/general administration Academic year, part-time
2-16-5	Typist 1 Pay Range 3 Personnel Services

Faculty/Staff positions

The following faculty positions are available:

- Accounting and Management Information Services:** Instructor (anticipated, temporary, full-time). Also, assistant/associate professor of accounting (anticipated). Also, instructor of accounting (anticipated, temporary, full-time). For all positions, contact Thomas G. Evans (2-2767). Deadlines: Feb. 15.
- Chemistry:** Assistant professor. Contact Doug Neckers (2-2031). Deadline: March 1 or until suitable candidate is selected.
- College of Business Administration:** Assistant/associate professor of international business. Also, director of hospitality management. For both positions, contact James McFillen (2-2747). Deadlines: Feb. 15.
- English:** Assistant professor (anticipated). Also, assistant professor. For both positions, contact Richard Gebhardt (2-2576). Deadlines: March 1.
- Environmental Health:** Assistant professor. Contact Gary S. Silverman (2-8242). Deadline: March 15.
- Firelands College:** Instructor of English, humanities department (temporary, full-time). Also, assistant professor of English and director of English composition. For both positions, contact the Office of the Dean, Firelands (433-5560). Deadlines: March 24.
- Mathematics and Statistics:** Assistant professor (anticipated). Contact Hassoon S. Al-Amiri (2-2636). Deadline: March 20, or until qualified candidate is found.
- Performance Studies:** Director of opera activities. Contact chair of search and screening committee (2-2181). Deadline: Feb. 12.
- Radio-Television-Film:** Associate professor. Contact Srinivas Melkote (2-2138). Deadline: March 1.
- School of HPER:** Instructor of recreation and leisure, recreation and dance division (temporary, full-time, five years). Contact Patricia Peterson (2-7234). Also, assistant professor of sport management. Contact Delores Black (2-7234). Deadlines for both positions: March 15.
- Social Work:** Chair/associate professor. Also, assistant professor. Contact Clyde Willis (2-8242). Deadlines: March 15.

The following administrative positions are available:

- College Access Programs:** Counselor/recruiter. Contact College Access Programs (2-2381). Deadline: Feb. 23.
- Computer Services:** Systems analyst. Contact Annmarie Heldt (2-2558). Extended deadline: Feb. 16.
- Counseling and Career Development Center:** Counseling/clinical psychologist. Contact Annmarie Heldt (2-2558). Extended deadline: April 16.
- Firelands College:** Reading assistant, Learning Achievement Center. Also, academic adviser, academic services (temporary, full-time). Contact the Office of the Dean, Firelands (433-5560). Deadlines: Feb. 24.
- Residential Services:** Residence hall complex coordinator. Also, residence hall director. Also, residence hall manager. Contact Fayette M. Paulsen (2-2456). Deadlines: Aug. 1.
- Special Education:** Coordinator, Project SPRING (temporary, part-time). Contact W. Thomas Southern (2-7293). Deadline: Feb. 16.
- Theatre:** Scene shop foreman. Contact Allen Kepke (2-2222). Deadline: March 1 or until filled.

good driving record for at least two years, drivers can be "grandfathered" into the new program.

For those who cannot be "grandfathered" in, such as new hires, a skills test also is required. The skills test is comprised of a pre-test inspection, an off-road maneuverability test and an on-the-road driving test.

To assist employees in preparing for their CDL, the training program will encompass a video program, a copy of a simulated test and manuals available on a sign-out basis.

Persons interested in participating in the program should contact Ruth Milliron or Cheryl Heinlen at 372-2236.

Obituaries

Zula Mercer

Zula M. Mercer, 99, died Feb. 2 in Community Nursing Home in Bowling Green.

She was a former employee of the University, working many years in the registration and records office.

Mercer was a member of the First Presbyterian Church, King's Daughters, the Wood County Hospital Guild and the Chi Omega Sorority.

Memorials may be made to the church or the American Heart Association.

Loraina Ziss

Loraina A. Ziss, 69, a former employee of the University, died Feb. 2 in her home in Bowling Green.

She joined the catering department on a part-time basis in 1969 and later that year became a full-time employee as a domestic worker. When she retired in 1988, she was a staff member in the University Union.

Ziss was a member of the BGSU Retirees Club and of Zion United Methodist Church in Luckey.

Memorial contributions may be made to the church.

Mabel Sheperd

Mabel L. Sheperd, 92, died Feb. 6 in the Wood County Nursing Home.

She was a former staff member in the University's housekeeping department.

She was a member of Trinity United Methodist Church and the Portage Rebecca Lodge No. 382 where she had been a past Noble Grand.

Memorial contributions may be made to the church or the donor's choice.

Datebook

Monday, Feb. 12

An Exhibit of Mixed Media Works by Bowling Green artist Dorothy Bryan will be on display through Feb. 25 in the Kennedy Green Room of the Moore Musical Arts Center. Hours are 9 a.m. to 5 p.m. Monday through Friday.

UCS Seminar, "Introduction to DOS (IBM)," 1:30-3:30 p.m., 312 Hayes. Advance registration required.

Economics Colloquium Series, "Rationality and Dynamic Choice: Foundations of Expected Utility Theory," a presentation by Dr. Ned McClennon, philosophy, 3:30 p.m., 4000 Business Administration Building.

WBGU-TV Program, "Ohio Business Outlook," 5:30 and 11:30 p.m. Host George Howick examines issues concerning Ohio's business community.

Open Auditions for Shorts Festival '90, 7 p.m., Joe E. Brown Theatre.

Performance by the Omowale Cultural Society, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

Reading by novelist Shelby Hearon, author of "Owning Jolene," 8 p.m., 150A Conference Room, Jerome Library.

Tuesday, Feb. 13

WBGU-TV Program, "University Forum," 5:30 and 11:30 p.m. Dr. Michael Marsden, arts and sciences, and guests discuss issues facing the University community today.

Open Auditions for Shorts Festival '90, 7 p.m., Joe E. Brown Theatre.

Planetarium Show, "Planet Quest," 8 p.m., Planetarium, Physical Sciences Laboratory Building.

Concert by the BGSU Student Jazz Ensemble, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

Wednesday, Feb. 14

UCS Seminar, "Introduction to the VAX 785 (andy) and Unix," 9-11 a.m., 128 Math Science Building.

Issues in Cultural Diversity, "Racism 101," a discussion led by Dr. Ernest Champion, ethnic studies, 10 a.m.-noon, Jerome Library Conference Room.

Open Forum with President Olscamp, noon-1:15 p.m., Chart Room, McFall Center.

People for Racial Justice, 1 p.m., Taft Room, University Union.

UCS Seminar, "Hands on with DOS (IBM)," 1:30-3:30 p.m., 312 Hayes.

WBGU-TV Program, "Art Beat," 5:30 and 11:30 p.m. Host Becky Laabs explores cultural events in northwest Ohio.

Open Auditions for Shorts Festival '90, 7 p.m., Joe E. Brown Theatre.

"Alaska's Wilderness Rim," a slide presentation by Dr. Dale Smith, physics and astronomy, of his recent trip to Alaska during the Prince William Sound clean-up, 7:30 p.m., 1007 Business Administration Building.

Faculty Artist Series, "The Electric Arts Duo," featuring Burton Beerman, clarinet, and Celesta Haraszti, dance, 8 p.m., Kobacker Hall, Moore Musical Arts Center.

Thursday, Feb. 15

WBGU-TV Program, "Time Out," 5:30 and 11:30 p.m. Host Larry Weiss will discuss the hockey series with Ferris State and preview the Illinois-Chicago games.

Student Composers Forum, 8 p.m., Bryan

Performance appraisal workshop offered

Personnel services' training and development department has developed a performance appraisal workshop to help managers prepare for and complete annual performance evaluations and provide the employees with feedback on their performances.

Two sessions of the workshop have been planned for March 5 in 114 College Park Office Building. The first session will be from 9 a.m.-noon and the second will be held from 1-4 p.m.

The workshop will review material from the performance evaluation workshop offered last April. However, the appraisal workshop will offer more information on documenting performance evaluation in a constructive fashion and use of the document to set goals for the future. It also will provide a hands-on approach in conducting a successful performance appraisal interview.

The workshop is being presented by Dr. William Balzer, psychology, and director of the Institute for Organizational Research and Development. To register,

Recital Hall, Moore Musical Arts Center.
UAO Film, "It's a Mad, Mad, Mad, Mad World," 9 p.m., 210 Math Science Building.

Friday, Feb. 16

Falcon Club Luncheon, noon, Bowling Green Country Club.

UCS Seminar, "Introduction to the Sun Workstations," 1:30-3:30 p.m., 128 Math Science Building.

UCS Seminar, "Microsoft Works: Word Processing (Mac)," 1:30-3:30 p.m., Technology Building computer lab.

Concert by the Western Wind Quintet from Western Michigan University, 2:30 p.m., Bryan Recital Hall, Moore Musical Arts Center.

WBGU-TV Program, "Viewpoint," 5:30 p.m. Host Judy Paschalis examines the problem of illiteracy in northwest Ohio.

Black History Event, "Free Your Mind, Return to the Source: African Origins," a lecture by Dr. Asa Hilliard, professor of education at Georgia State University, 7 p.m., 1007 Business Administration Building.

Hockey vs. University of Illinois at Chicago, 7:30 p.m., Ice Arena.

Planetarium Show, "Planet Quest," 8 p.m., Planetarium, Physical Sciences Laboratory Building.

UAO Film, "Turner and Hooch," 8 and 10 p.m., 210 Math Science Building.

UAO Film, "Child's Play," midnight, 210 Math Science Building.

Saturday, Feb. 17

WBGU-TV Program, "Amish Cooking from Quilt Country," 12 p.m. Host Marcia Adams cooks in "the Blizzard Pantry."

Women's Basketball vs. Central Michigan, 12:45 p.m., Anderson Arena.

Men's Tennis vs. Cincinnati, 1 p.m., Keefe Tennis Courts.

Men's Basketball vs. Central Michigan, 3 p.m., Anderson Arena.

Black History Event, "The Harlem Renaissance," a dinner theatre production sponsored by the Office of Multicultural Affairs and featuring a combination of poetry, songs and short stories. Dinner, 6 p.m.; performance, 8 p.m. Call 2-2642 for reservations.

Hockey vs. University of Illinois at Chicago, 7:30 p.m., Ice Arena.

UAO Film, "Turner and Hooch," 8 and 10 p.m., 210 Math Science Building.

UAO Film, "Child's Play," midnight, 210 Math Science Building.

Sunday, Feb. 18

WBGU-TV Program, "Viewpoint," 9:30 a.m. Host Judy Paschalis examines the problem of illiteracy in northwest Ohio.

Women's Basketball vs. Youngstown State, 1:30 p.m., Anderson Arena.

Concert by the Bowling Green Brass Quintet, 3 p.m., Kobacker Hall, Moore Musical Arts Center.

Planetarium Show, "Planet Quest," 7:30 p.m., Planetarium, Physical Sciences Laboratory Building.

Black History Event, "A Black Musical Arts Celebration," 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

Monday, Feb. 19

Open Auditions for "The Boys Next Door," 7 p.m., 405 University Hall.

For sale

contact Ruth Milliron or Cheryl Heinlen at 372-2236.

Monitor

Student Legal Services Inc. has the following equipment for sale: an IBM 3270 personal computer with a double floppy disk drive and an IBM 5272 color monitor (CICS compatible) for \$1,500; and IBM electronic typewriter, Model 64 for \$100; a steel, L-shaped secretarial desk with wood top for \$250; and a dictaphone transcriber, Model 3362 with three micro cassettes for \$250.

All equipment is in excellent condition and prices are negotiable. For more information, call Dawn Lawrence at 372-2951.

Monitor

The Monitor is published weekly by the Office of Public Relations for faculty and staff of Bowling Green State University. The deadline to submit material for the Feb. 19 issue is 5 p.m. Tuesday, Feb. 13.